

DOCUMENT DESCRIPTION	<p align="center"><u>THE PROFESSIONALISM OF CIA</u></p>	REGISTRY
SOURCE		CIA CONTROL NO.
Executive Director		TS# 188310
DOC. NO.		DATE DOCUMENT RECEIVED
DOC. DATE 8 May 63		9 May 63
COPY NO. #1		LOGGED BY
NUMBER OF PAGES 52 total		vbf
NUMBER OF ATTACHMENTS		
None		

[illegible]

DOWNGRADED		DESTROYED		DISPATCHED (OUTSIDE CIA)	
TO		BY (Signature)		TO	
BY (Signature)		WITNESSED BY (Signature)		BY (Signature)	
OFFICE	DATE	OFFICE	DATE	OFFICE	DATE

TOP SECRET

May 1963

THE PROFESSIONALISM OF CIA

Length of Intelligence Experience	2
Educational Background	3
Languages	5
Personnel - Selection	9
Junior Officer Trainees	10
Training	13
	15
	19
	21
	24
	25
	28
	31
	33
	37
	41
	42
	43
	47
	50
	52

50X1

TOP SECRET

Declassified in Part - Sanitized Copy Approved for Release 2013/04/29 : CIA-RDP80R01580R001603300001-0

Page Denied

~~TOP SECRET~~

50X1

THE PROFESSIONALISM OF CIA

50X1

This report presents an analysis of the reservoir of professional ability in the Central Intelligence Agency--expert ability in professions as diverse as political analysis and [redacted] electronic engineering and agent (spy)-handling, communications and [redacted]

Perhaps nowhere in the world has there been assembled in one organization more highly skilled talent in what goes under the omnibus title of the intelligence profession--a discipline which in this complex world of today encompasses everything from [redacted] to paper clips, from economic analysis to espionage, from satellite reconnaissance to [redacted]

It is with the thought that the United States Government should better know how to utilize this impressive service that there is herein presented CIA's professional qualifications.

Most CIA senior officers are people who were in intelligence work during World War II. They have continued with it because they are dedicated to serving the Government in its principal arm for waging the cold war, and they remain convinced that the cold war will be with us during their working lives.

~~TOP SECRET~~

TOP SECRET

The [] members of the Agency Executive Committee who meet with the Deputy Director of Central Intelligence and myself each morning at 0900 to be briefed on the world situation and decide on the day's actions have an average of 17 years' intelligence experience and 13.6 years with the CIA.

50X1

The senior staff of the Agency--those top officials and component chiefs in the 46 principal units of CIA--have an average of 16 years' experience in intelligence work, and also 13.6 years' average service with the Agency. These statistics do not include the regular military officers [] in this group, who for obvious reasons have not had lengthy experience in intelligence work.

Of the [] personnel who were on duty when the Agency was established in September 1947 nearly []--89% of them professionals-- are still with us.

50X1

Of the station chiefs at [] major posts throughout the world, [] have been with CIA since the Agency was established in 1947; [] had prior intelligence experience. The average length of service of these [] station chiefs in the Agency is 13.5 years; in intelligence 16.4 years. [] of them have more than one language; [] have more than one degree. All have more than a decade of overseas experience.

50X1

50X1

50X1

50X1

50X1

50X1

TOP SECRET

50X1

Declassified in Part - Sanitized Copy Approved for Release 2013/04/29 : CIA-RDP80R01580R001603300001-0

Page Denied

50X1


Declassified in Part - Sanitized Copy Approved for Release 2013/04/29 : CIA-RDP80R01580R001603300001-0

TOP SECRET

50X1

Educational Background

The educational background of the CIA professional is impressive. Ninety percent of our people in GS grades 13 through 15 and practically all supergrades hold at least one degree. Nearly one-third of the GS-13/15 group have advanced degrees, including nearly 10% who have doctorates. More than one-third of our supergrades have advanced degrees, including 20% with doctorates. Degrees have been awarded by more than 500 colleges and universities, including 40 foreign institutions and virtually every major academic field is represented.



Here are some more statistics on the degrees held in CIA. In the Deputy Director for Research area (scientific and technical operations) among the supergrades 60% of the professionals have an M.A. degree and about 40% have doctorate degrees.

Among the supergrades in the Deputy Director for Intelligence area (intelligence analysis and research) over half have M.A. degrees and about 38% hold doctorate degrees.

TOP SECRET

TOP SECRET

50X1

Here is a bird's eye view of one component of the Agency -- the Economic Research Area (ERA) of the Office of Research and Reports. Forty-nine percent of all professionals hold graduate degrees and ☐ hold Ph. D. 's. Over 40% of the analysts have an intermediary reading or high language qualification in Russian or some other language. ☐ of the professionals are now teaching part-time. About ☐ have had teaching experience at the university level.

50X1

50X1

Even though our people do not identify themselves with the Agency while so doing, ☐ of our professionals have been granted permission during 1962 to publish books and articles ranging in content from pre-school children's stories to textbooks useful in advanced academic study.

50X1

TOP SECRET

TOP SECRET

50X1 50X1 50X1

Languages 50X1

Foreign languages of course are of vital importance in all our fields of endeavor, and in CIA 74% of our people have competence in at least one foreign language. These abilities are distributed among 122 different foreign languages and dialects.

Here are some interesting statistics to illustrate this language competence. The Agency has over [] staff employees with useful proficiency in Russian; [] who know Japanese; over [] with Chinese; [] in Indonesian; [] in Bulgarian and almost as many in Hungarian; [] in Albanian; [] in Finnish; [] in Thai; [] in Swahili; [] in Vietnamese; and [] in Tibetan. These are just samplings of the languages known by some of our regular staff employees, and do not take into account a great many skilled linguists who serve the Agency in other capacities.

These linguistically-skilled employees are concentrated quite properly in the components engaged in operations and research concerning the various countries and areas. For example, in the Soviet Russia Division 70% of the professional employees have useful proficiency in Russian. Further, this Division has [] officers with six languages in addition to English, [] with five, [] with four, [] with two, and [] with at least one. These include all of the eastern European languages such as Czech, Polish, Ukrainian, Lithuanian, Lettish, Serbian, Finnish and Yiddish.

50X1 50X1

50X1 50X1 50X1

TOP SECRET

TOP SECRET

In the Eastern Europe Division 70% of the professionals have German, plus enough additional competence to average two foreign languages per employee.

The Western Europe Division, naturally heavy on the so-called world languages, averages two foreign languages per professional employee.

The Far East Division is particularly strong in Japanese and Chinese; has over persons with competence in French; and has small groups with specialized knowledge of the lesser-known and less widely used languages of the area. One FE employee has the unique distinction of being fluent in Chinese, Japanese and Korean, which are considered to be among the world's most difficult languages.

The Africa Division is working on native languages and dialects, with progress being made in Swahili, Hausa, Lingala, etc., but of more immediate practical significance is the fact that more than half of its professional employees know French.

The Foreign Documents Division, which handles most of the Agency's translation work, is expert in 65 languages.

The specialized research areas naturally are equipped with the gamut of foreign languages, and our Office of Training has an outstanding capability. One officer in our Language and Area School is qualified in 22 languages and has a working knowledge of 13 more. He and his colleagues can offer instruction in more than 40 languages.

TOP SECRET

TOP SECRET

In the Office of Current Intelligence and the Office of Scientific Intelligence there is an average of one foreign language per professional employee.

Within the DD/P complex as a whole there is an average of 1.6 foreign languages per employee in addition to English, and in every Agency component there are a number of individual officers who are proficient in three or more languages, some with as many as 10 or 11.

Most of this language competence is put to use in the normal operational functions of the Agency, but there is an occasional bonus value realized.

TOP SECRET

TOP SECRET

Of perhaps as much significance as the foregoing statistics is the interest shown by our people in strengthening and increasing their language competence as a necessary "tool of the trade." In addition to a substantial and on-going volume of directed language training conducted during duty hours for specific job-related purposes, close to

people here at headquarters are engaged in voluntary language study on their own time, before and after duty hours, throughout the year, and are similarly studying at posts abroad. Many individuals have been working in this out-of-hours program for two or three years. The teachers in this domestic program come almost exclusively from among Agency professionals who undertake this work in addition to their normal duties. Thus many of our competences do double duty.

50X1

50X1

TOP SECRET

TOP SECRET

Personnel

CIA is not content to rest on its professional laurels, but every year is bringing in new blood.

We maintain our employee strength without compromising our criteria for selection either in terms of professional qualifications, physical condition, or security requirements.

Among every twenty applicants interviewed, only five are recommended for processing, and only one of every three processed actually enters on duty.

Our policy during the past several years has been to concentrate on the recruitment of outstanding young people who are genuinely interested in an intelligence career, and who indicate the potential ability and motivation to grow into the highest offices in the Agency in the future years.

TOP SECRET

TOP SECRET

Junior Officer Trainees

We have established a Junior Officer Training Program which has been judged by many competent authorities as being the best of its kind in the Government and among the best in the United States. It is, in fact, the model for a similar program now conducted by the First National City Bank of New York. Our screening procedures for entrance into this program are even more demanding than our normal standards as is illustrated by the fact that only one of every seven candidates is selected.

In a typical group of Junior Officer Trainees between 60 and 70 colleges and universities will be represented. The average JOT is between 26 and 27 years old. He holds a bachelor's degree and has a year or more of graduate study; generally has lived overseas for at least a school year; has completed his military obligation (or does so under our auspices); has reasonable competence in at least one foreign language; has had some academic honor; is interested in foreign affairs; and is willing to serve overseas wherever needed.

The CIA JOT must have the ability to get along with people of all kinds and backgrounds and to adjust to their cultures and all that this signifies. He or she must have the ability to withstand the stresses

50X1

TOP SECRET

TOP SECRET

50X1

of anonymity, the lack of public recognition, an interrupted family life, irregular work hours, and the ability to live a "cover story."

Junior Officer Trainees are assigned to ☐ countries of the world.

Some of our JOTs go to the research and analysis offices of the Agency; most of these have degrees in economics and the physical sciences.

Because we are a unique organization we require talents and skills in a large percentage of our activities which are not available anywhere else. Except for the hard core of professionals who stayed

TOP SECRET

TOP SECRET

in intelligence work after World War II and a relatively few people who have joined us since with experience in military intelligence, we have had to develop by our own resources the competences we need and find ways to maintain and improve them. In the process we have developed a training capability which I am confident is second to none.

TOP SECRET

TOP SECRET

Training

We concentrate our training effort on the skills which are unique to the intelligence field and adhere to the strict principle that we will not offer training in anything which can be done efficiently, economically, and securely by other Government agencies or private institutions. In 1962, for instance, we sent professional employees to external training courses at 101 different facilities. During the same period our own Office of Training offered 86 different courses to a total enrollment of employees. 50X1

We insist that our own courses be taught by practitioners, not theorists. Only about 50% of our trainers are career instructors. The others are experienced analysts, operations, and support officers. Moreover, our career instructors are required to accept assignments throughout the world for at least one full tour of duty so they may practice what they teach and, in turn, teach what they have practiced. 50X1

TOP SECRET

50X1

Page Denied

Next 42 Page(s) In Document Denied